

MINUTES
CITY OF ST. LOUIS
WORKFORCE INVESTMENT BOARD MEETING
February 15, 2012
SLATE Missouri Career Center – Central West End

Members Present: Kelley Bernardi, Donny Carroll, Betsy Miller, Cheryl Lovell, Ed Hamilton, Kevin Schaedler, Darryl Chatman, Jeff Cartnal, Lydia Padilla, Russell Illy, Ray Creely, Len Toenjes, Ohala Ward, Gregory Hill, Michelle Darden, Michael Walter, Mick Williams, John Reed, and David Wright.

Michael Holmes, WIB Director and LEO Designee.

Members Apologies Sent: Jeff Serocke, Pat Coleman, John Beatty, Katherine Joslin, Cindy Hess, Lynn Beauchaine, Jane Kerlagon, and Jeather Smith.

Not Present: Frank Logan, Kevin Riggs, Patrick Bannister, Herman Noah, David Walker Jr., Eddie Davis.

SLATE Staff: Sherry Vogel, Bonnie Mireles, and Frank Alaniz.

Guests: Jeff Taylor, BCL, Job Corps Center; David Kessel, COO, Employment Connection; Carolyn Seward, COO, Better Family Life; Mike Gavura, Regional Coordinator, DWD.

Lydia Padilla called the meeting to order at 7:35 a.m. at the SLATE Missouri Career Center-Central West End at 4811 Delmar. Donny Carroll conducted a roll call of the Board members and requested that guests sign-in. Guests were introduced.

- II. Consent Agenda: Vice-Chair Lydia Padilla called for questions and/or discussions, additions, changes to the December 14, 2011 (Full Board) meeting minutes as written, January 30, 2012 Executive Committee highlights included. **With no opposition voiced, a motion was made by Ed Hamilton to approve the consent agenda. Seconded by Jeff Cartnal. Motion carried.**
- III. E-mail votes: Lydia reported that the;
 - **October 19, 2011 WIB Minutes passed via e-mail vote of 20 yes votes. None opposed.**
 - **The Strategic Plan to move forward passed via e-mail vote of 24 yes votes. None Opposed.**
- IV. Proposed By-Laws Amendment Change: Quorum Definition ***“The members at any regular meeting shall constitute a quorum for the transaction of all organization business.”*** It was mentioned other WIB's are doing the same thing; items need to be moved forward. The Executive Committee unanimously approved to bring to the Board. All of the Sunshine laws and rules are still in place. This change applies to regularly scheduled meetings. The members that come need to be able to deal with business. **David Wright made the motion to accept the proposed Quorum Definition, Russ Illy seconded. The motion carried; none opposed.**
- V. UPDATES: Were sent to Board to review prior to the meeting.
Michael Holmes reported that the packets e-mailed included:
 - A letter received on January 31, 2012, from the Department of Workforce Development concerning SLATE's performance. SLATE has gone into a new *Next Generation Career Center* program. We are enrolling everyone that walks in our center. We renegotiated with the State and rather than sending a sanctioned letter a technical assistance letter was sent. The issue is performance. NGCC is a pilot for two years which ends June 30, 2012.

- Michael Holmes does not want to go back to the old model; but he wants performance to be renegotiated at the lowest level. Total disconnect with dollars and funding.
- SLATE received another letter from Equal Opportunity (EO) Monitoring Review regarding the EO program. There were no problems in this area. SLATE has made some changes to our EO office. SLATE is combining Outreach, EO, and Rapid Response; James Sahaida will lead.

We have sent a lot of legislative updates and different bills and issues coming through the Federal Government on Workforce. Mr. Holmes would like a **vote from the WIB Board to market that document as WIB/SLATE's new position on the Workforce Investment ACT (WIA) reauthorization.** Ed Hamilton made the motion, Betsy Miller second. **Motion carried.**

This is a living document; it will change as we go along. Illinois, Missouri, and the Great Lakes promote this document as the Midwest's position on WIA Reauthorization.

Some of key things still are:

- Business driven center; 51% of the Board will be business
- Workforce has to do some consolidation of programs.
- We want One-stop Career Centers to be the focal point.
- They have to fund the system. A public workforce system cannot be underfunded.
- Partnering more with Community Colleges and CBO (community based organizations).
- We are looking for funding for incumbent workers. We need to help companies stay in business. Give them dollars to retrain employees on new technology.
- Talking about more youth programming year round. Not just summer.

Monthly reports...Frank Alaniz. The Key Indicators is a living document; data is always a month behind.

- The Executive committee has added and deleted items from the key indicators: if other data is needed let us know.
- Included are workshops and various other topics.
- We are currently working with several OJT grants and we have included the expenditure rate.
- Also looking at where the education levels are of the unemployed.

Frank has run Google Analytics against our system. The #1 page searched for was the jobs page which shows our daily jobs and hot jobs. Need to bump up the vets page with more information.

There was an IT forum January 12, where business and education was brought to the table to talk about IT.

- We have a little over 7,000 IT jobs and 6,200 IT professionals. Why aren't these individuals employed?
- We wanted to listen to the business side of the house to understand how they look at IT individuals.
- See what we are doing wrong from the workforce system.
- What we can do to assist the candidate connect with the IT world in St. Louis.

A meeting held later will reach out to our partnering agencies; Business Persons Between Jobs (BBJ), Catholic Employment Network (CEN), Go Network at St. Patrick's Center and invite IT folks to the table.

- Take the questions we provided to the employers and retool them to the job seekers.
- Understand what the job seeker is going through and establish disconnect.

- Employers are saying they can't find qualified applicants. The job seekers are saying we are qualified; they are just not hiring us.

Frank will bring those two pieces together, jobseeker and business and produce a white paper.

Michael Holmes invited the Board to come to the "Hero's at Home Award" from the State of Missouri being presented to Habitata, March 2nd at 1:30pm; for hiring veterans. Mayor Francis G. Slay, City of St. Louis; Show-Me Heroes Director, Lt. Colonel Alan Rohlfing; and SLATE Executive Director, Michael Holmes will be part of the Flag of Freedom Award Ceremony.

- VI. Board Members presented a three minute overview of what is going on in their industry ...Lydia introduced this piece by relating to the discussion held by the Executive Committee at the January 30th meeting. Lydia stated that it is hard to put your arms around labor in America right now. We want talk/discussion about what some of the challenges are; or success with your personal experience in your industry? This is something new we are trying. Below are listed are some comments mentioned by the WIB members regarding their industry.
- Mick Williams, Sawdey Solutions Services, formally of Unisys talked about IT. What are IT jobs? They can be anything from Geek Squad, radio shack, Monsanto, databases etc.
Recruiting agencies want 20% of the person's first year's annual salary. SLATE's services are free. If Mick is bidding a job out to the State or especially Scott Air Force base, etc they have got to have clearance, which can cost up to 15 thousand dollars. Frank Alaniz stated that a lot of the returning Vets have skills and have clearance this is an untapped resource.
 - John Reed, Owner, Chas. L. Crane Agency Co. John Reed is new to the Board. His industry is Health Insurance. John said some of the outlook for this benefit industry hinges on three key occurrences;
 1. The health reform which will be in the Supreme Court in March/April 2012.
 2. The pending medical loss ratio legislation and that targets the dividends the employers receive if they are over 80% medical law ratio. Less profit to carriers if that happens. So we are talking loss jobs.
 3. Also the November Election. John's perspective on the Health care reform it is a work in progress. A lot of things need to be done before it is a workable solution.
 - Betsy Miller, Supervisor, Workforce Planning & Development, Ameren. Missouri is not hiring, Illinois is hiring like crazy. There has been some recent legislation in Illinois that has some jobs tied to it. 450 new jobs either employed by Ameren or employed by contractors that work for us on our property. Commonwealth Edison, Chicago Area closer to 2,000 jobs; combined 2,500 new jobs over the next few years.
 - Engineering in our area is one of those positions unemployment is not prevalent; engineers are scarce
 - AMEREN's positions are posted in the Missouri Career Source.
 RCGA needs to educate our clients about contractual work with their partners. Enterprise says people might work as long as 5 years in a contract.
 - Mike Walter, business manager of IBEW local 1439 in St. Louis and also international, piggybacking on what Betsy Miller said. The inside construction has really reduced in St. Louis. Some inside wireman have been laid off for three years and are looking to change occupations. In Missouri we have wind farms. Transmission lines have to be built to get to these farms. The legislative and regulations pertaining to utilities is the key to what is going on in the United States. The utility industry could go either way. It is a good economic driver if we could just get around all the political matter.

- Private industry drives this country. Ed Hamilton's Industry is strictly about celebration. Ed doesn't see too many happy people here. Casinos are laying-off people. Residuals were sort of a pension you got residuals from policies you wrote as long as you lived. Ed had to help organize a self insured plan for employees. All efforts have to be unified to best serve. We got to get back to what we know best; keep our jobs on these shores.
- 1.8% of the US workforce is contractual/temporary or contingent type workforce. Projections says it going to go to 5%. This is kind of where the world is going. SLATE should promote independent insurance brokers there are a lot of independent reps. Michael Holmes reported you don't get credit for independent. That is what we have got to change in the laws. SLATE has to work more with entrepreneurship. We are promoting that in our WIA bill. Frank and Mr. Holmes have talked about having a workshop on this contractual employee thing. The employer will pays tax on the employee but with a 1099 you are responsible to pay federal tax. These placements/jobs are not counted in employment for our performance.
- David Wright, UI (Unemployment Insurance) Representative, MO Division of Employment Security. The unemployment rate has been going down for the last 3 months, so has the number of monthly claims. As the unemployment rate drops the different tiers are going to kick off and are scheduled to end in August. We have four UI call centers around the State; St. Louis, Kansas City, Springfield and Jefferson City.
- Lydia Padilla, TRC Staffing Services, Inc; and Greg Hill, Weststaff; are in the same industry. Our industry is probably only 5 or 10 years away from contractual being the majority of the workforce. We looking at how do you
 - Retain talent.
 - Get back to talent pools that have longer careers at one company.
 - View the cycling that is going through companies.
 - See what the labor force is going to look like in the future and what does it mean to have a job.

Other Business:

Lydia stated they had about 10 minutes or so in breakout groups. The Board like this segment and it helps to see where things are going on and what other people are doing.

We have a new Board Member who will be starting at the next Board meeting. Reginald Young, he is the Center Director for St. Louis Job Corp.

VII. Break out of Sub-Committees:

A motion to adjourn the WIB meeting and go into break-out sessions was made by Ed Hamilton with Greg Hill seconding the motion. All board members were in favor, motion carried. Teams went into break-out sessions.

Signed,

Donny J. Carroll, WIB Secretary



Date: April, 18, 2012